

**ANALYSIS OF THE ROLE AND EFFICACY OF PERFORMANCE CONTRACTS IN
SECONDARY SCHOOLS MANAGEMENT IN MAKUENI COUNTY, KENYA**

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ABSTRACT

Performance contract is a freely negotiated performance agreement between government, acting as the owner of a public agency and the management of the agency. The purpose of this study was to analyze the role and efficacy of performance contracts in public secondary schools in Makueni County, Kenya. The objectives which guided the study were; knowledge of board members on management issues, how signing performance contract will affect service delivery in public secondary schools and establishing the relationship between performance contracting and management. The study employed the Taylor's scientific classical management theory which advocates for job specialization and training employees for a single task. The study employed a descriptive survey design. It was found appropriate as it covers a large field extensively. The target population in this study consisted of 250 principals and all the BOG members from the 250 Schools in Makueni County. Both purposive and simple random sampling was used to get the sample. The instruments used for the study were questionnaire and an interview schedule. The instrument validity and reliability were established for the study. The response showed that many principals lacked training in management and also signing performance contract could improve service delivery in public secondary schools. Many conflicts in public schools were as a result of poor financial management. The following were the recommendations; more funds to be allocated to train school managers, integrate information technology to financial management, the government to make a follow up to check if the recommendations made from inspections reports are implemented and the ministry of education to give limit to the number of years one should lead an institution.